

Message Text

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C O N F I D E N T I A L STATE 085361

LIMDIS NESCO

E.O. 11652: GDS

TAGS: AORG, UNESCO, APER

SUBJECT: UNESCO - PROPOSED RECRUITMENT TACTICS

REF: PARIS 10468

1. DEPARTMENT APPRECIATES RECEIVING PERM DEL'S THOUGHTFUL RECOMMENDATIONS ON TACTICS TO BE USED IN EFFORT TO IMPROVE U.S. REPRESENTATION IN UNESCO SECRETARIAT AND OFFERS FOLLOWING COMMENTS:

A. WE AGREE WITH PROCEDURE OUTLINED PARA 1 (A) REFTTEL. WE WOULD ADD, HOWEVER, THAT AS APPROPRIATE PERM DEL SHOULD FOLLOW UP LETTER WITH PERSONAL CALL ON M'BOW.

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B. IN PRINCIPLE, WE AGREE WITH 1 (B), BUT CAN CONCEIVE OF RARE INSTANCES WHERE IT MIGHT BE IN OUR INTEREST TO SHORT-LIST AND STRONGLY SUPPORT CANDIDATES FOR POST OUTSIDE PARIS, E.G., IN IBE, GENEVA.

C. WE AGREE IN PRINCIPLE WITH 1 (C) THAT ONLY CANDIDATES FOR P-4 POSTS AND HIGHER SHOULD BE SHORT-LISTED; HOWEVER,

HERE AGAIN WE CAN CONCEIVE OF RARE INSTANCES WHERE IT WOULD BE IN OUR INTEREST TO STRIVE FOR A LOWER LEVEL POST. FOR INSTANCE, THERE ARE PRESENTLY NO AMERICANS IN THE FIELD STAFF RECRUITMENT AND ADMINISTRATION DIVISION. IF WE HAD A CHANCE TO LAND A P-3 THERE, WE SUSPECT WE WOULD MAKE EVERY EFFORT TO DO SO SINCE IT COULD RESULT IN MORE AMERICANS BEING HIRED FOR FIELD PROGRAM.

D. RE PARA 1 (D), WE AGREE THAT ILO AMERICANS HAVE A SPECIAL CLAIM ON OUR SUPPORT AND APPRECIATE WHAT PERM DEL IS DOING IN THEIR BEHALF. WE FURTHER AGREE THAT PROMOTION OF AMERICANS IN SECRETARIAT SHOULD BE DEALT WITH SEPARATELY. THE SHORT-LIST SHOULD CONTAIN ONLY THE NAMES OF AMERICANS NOT ALREADY EMPLOYED IN UNESCO. WE SHOULD SHORT-LIST, AS APPROPRIATE, AMERICANS EMPLOYED BY OTHER UN AGENCIES. ADMITTEDLY TRANSFERS BETWEEN AGENCIES WILL NOT INCREASE OUR UN TOTALS. HOWEVER, IT IS IN OUR INTEREST TO ENCOURAGE SUCH TRANSFERS SINCE THEY CONTRIBUTE TO THE CAREER DEVELOPMENT OF AMERICANS IN THE SYSTEM, THEREBY MAKING THEM MORE EFFECTIVE. IT SHOULD BE NOTED THAT OUR NUMBERS ARE QUITE HIGH IN SOME OF THE AGENCIES, PARTICULARLY IN THE UN SECRETARIAT.

E. WE AGREE WITH PARA 1 (E) REFTEL THAT THE SHORT-LIST SHOULD INCLUDE ONLY THOSE CANDIDATES WITH THE BEST QUALIFICATIONS FOR POSITIONS IN QUESTION.
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2. CONCERNING THE DISTURBING SIGNS THAT M'BOW MAY BE MOVING TO FILL THE U.S. QUOTA WITH LOW-LEVEL PROFESSIONAL APPOINTMENTS IN PARIS, WHILE RELEGATING HIGH-LEVEL AMERICAN APPOINTEES TO PERIPHERY POSTS, WE AGREE WITH PERM DEL THAT THIS IS TO BE WATCHED VERY CLOSELY. IN THIS INSTANCE, POSTS LIKE LA-021, DIRECTOR, OFFICE OF INTERNATIONAL STANDARDS AND LEGAL AFFAIRS; CPX-038, DIRECTOR, CO-ORDINATION OF FUNDING SOURCES DIVISION, ETC, HAVE TO BE CLOSELY WATCHED TO SEE THAT OUR CANDIDATE OBTAIN A FAIR TRIAL IN THE COURTROOM OF THE D.G. IT IS IMPERATIVE THAT THE PERM DEL MAKE DEMARCHES WHEN APPROPRIATE TO UNESCO IN ORDER THAT THE DG HAVE NO MISUNDERSTANDING ABOUT OUR DESIRES.

3. WE LOOK FORWARD TO RECEIVING PROPOSED SHORT-LIST AND COMMEND PERM DEL FOR ITS ATTENTION TO THE IMPORTANT GOAL OF IMPROVING US REPRESENTATION. WE CONSIDER THIS TO BE AN IMPORTANT FOLLOW UP ON MISSION'S JANUARY 13, 1978 SUBMISSION ON SUBJECT MATTER. CHRISTOPHER

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